

NOTICE TO EMPLOYEES



POSTED PURSUANT TO A SETTLEMENT AGREEMENT
APPROVED BY A REGIONAL DIRECTOR OF THE
NATIONAL LABOR RELATIONS BOARD AN AGENCY OF THE UNITED STATES GOVERNMENT



GSSP ENTERPRISES, INC.
Cases 13-CA-65509 and 13-CA-66285

Any backpay paid to employees will not exceed what they would have earned as wages from the date on which we closed our Chicago, Illinois operations to the time they found work elsewhere, or the date on which we offered to bargain in good faith, whichever occurs sooner. However, the amount of backpay will not be less than employees would have earned for a two week period at their rate of pay when they last worked for us.

FEDERAL LAW GIVES YOU THE RIGHT TO:

- Form, join, or assist a union;
- Choose a representative to bargain with us on your behalf;
- Act together with other employees for your benefit and protection;
- Choose not to engage in any of these protected activities.

WE WILL NOT do anything to prevent you from exercising the above rights.

WE WILL NOT refuse to provide the Union, Teamsters Local 727, with relevant information that it requested regarding bargaining over the effects of GSSP loosing the contract with the City of Chicago.

WE WILL NOT refuse to meet and bargain in good faith with the Teamsters Local 727 with respect to the closing of the GSSP Chicago operation in the following appropriate unit:

All full-time and regular part-time deceased body transporters employed by the Employer at is facility currently located at 175 N. Harbor Drive, #5502, Chicago, Illinois; excluding office clerical employees and guards, professional employees and supervisors as defined in the Act.

WE WILL, prior to commencing effects bargaining with the Union, provide the Union with the relevant and necessary information it requested in order to perform its duty as the employees' collective bargaining representative and engage in effects bargaining.

WE WILL bargain with the Union, upon request, about the effects of the closing of the Chicago operation on the employees in the above unit and pay these employees amounts at the rate of their normal wages when last in our employ from 5 days after the date of the approval of the Settlement Agreement in this matter until the occurrence of the earliest of the following:

- 1.) The date we bargain to agreement with the Union on those subjects pertaining to the effects of the closing of our facility on the employees in the above unit.
- 2.) A bona-fide impasse is reached in bargaining
- 3.) The Union fails to request bargaining within 5 business days after the receipt of the Settlement Agreement in this matter, or the Union failed to commence negotiations within 5 business days of our notice of our desire to bargain.
- 4.) The Union's subsequent failure to bargain in good faith.

GSSP Enterprises, Inc.
(Employer)

Dated: _____ By: _____
(Representative) (Title)